



CENTRAL INTELLIGENCE AGENCY

WASHINGTON, D. C. 20505

OFFICE OF THE DIRECTOR

28 November 1969

Mr. Mortimer M. Caplin, President
National Civil Service League
1028 Connecticut Avenue, N. W.
Washington, D. C. 20036

Dear Mort:

Thank you for your letter inviting me to submit nominations for the 16th Annual Career Service Awards of the National Civil Service League.

It is with extreme pleasure that I nominate Mr. Lawrence R. Houston, our General Counsel. The enclosed papers reflect the great responsibilities which Mr. Houston has carried throughout his Federal career and the truly outstanding manner in which he has met the repeated challenges. His contribution to me and my predecessors has been invaluable.

I recommend Mr. Houston without reservation as an individual who personifies every attribute associated with distinguished service.

Sincerely,



Richard Helms
Director

Enclosures

STATOTHR

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MR. LAWRENCE R. HOUSTON

Professional Organizations:

Federal Bar Association
New York Bar Association
United States Supreme Court

Social and Civic Organizations:

Lawyers Club, Washington, D. C.
Waltz Group of Washington, D. C.
Georgetown Citizens Association, Washington, D. C.

Media:

Boston, Massachusetts (The Boston Globe)
Charlottesville, Virginia (Charlottesville Progress)
New York, New York (The New York Times)
Washington, D. C. (The Evening Star
The Washington Post
Federal Bar News)

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National Civil Service League

Hold for Release
March 19, 1970

Information: Ada R. Kimsey
Assistant Director

NEWS

League Picks Top Ten

An astronaut, a housing economist, an agricultural researcher, a diplomat, a communications lawyer--these are among the ten outstanding federal government employees whom the National Civil Service League named today for honor. They will receive the League's 1970 Career Service Award--sometimes called the "Nobel prize in government"--when the League holds its 16th yearly awards banquet on May 8 at the Washington Hilton.

Announcing the Awardees in a reception today at the Federal City Club, NCSL President Mortimer M. Caplin commented on the great variety of occupations represented by these government career Award Winners. Mr. Caplin noted that--in pursuing their varied careers--"these winners have contributed in many important ways to improving the quality of our national and international life." "These people," he said, "have walked on the moon, developed fairer housing programs, modernized our tax collecting system, devised ways to deliver the mail quickly and cheaper, all as a part of performing their duty as career employees of the United States government".

The ten 1970 Award Winners are:

Vernon D. Acree, Assistant Commissioner (Inspection), Internal Revenue Service, Department of the Treasury for his distinguished service and for the development of the IRS internal security operations;
Dr. Beatrice Aitchison, Director, Transportation Economics Branch, Post Office Department, for her accomplishments in gaining economic transportation of the mail;
Neil A. Armstrong, Astronaut, National Aeronautics and Space Administration, for his pioneering in space;
Ned D. Bayley, Director of Science and Education, Department of Agriculture, for his expertise in administering a research program and bringing its results to the people;
Henry Geller, General Counsel, Federal Communications Commission, for his work in many areas of national communications policy, among them, regulations for community antenna television and the development of a policy for the use of communications satellites;
Philip C. Habib, Member and Senior Advisor, Paris Peace Talks, Department of State, for his lifelong work in international relations, particularly for his work in Saigon and now in Paris;



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Deputy Director

MILTON B. MILLON

Associate Director

RICHARD A. STAUFENBERGER

Assistant Director

ADA R. KIMSEY

NCSL
League Picks Top Ten

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Lawrence R. Houston, General Counsel, Central Intelligence Agency, for his design of CIA's legal structure and his expertise in intelligence law;

Henry L. Newman, Regional Director, Southwest Region, Federal Aviation Administration, Department of Transportation (Ft. Worth), for his high efforts to advance aviation safety and growth and his ability to interpret these issues to the community;

William J. Page, Director of Field Coordination, Department of Health, Education, and Welfare, for his extraordinary ability to administer many programs involving many levels and jurisdictions of government--most recently seen in his work as Regional Director of HEW in Atlanta;

William B. Ross, Deputy Under Secretary for Policy Analysis & Program Evaluation, Department of Housing and Urban Development, for his major role in shaping new directions within the area of housing and related programs.

At the Awards Program, each winner will receive \$1,000, an inscribed gold watch and a plaque of honor.

Since 1955 the National Civil Service League has yearly paid honor to ten top federal career employees. The program's purpose is not only to honor these employees but to:

- *encourage others in government to pursue excellence
- *promote public appreciation of quality in government
- *stimulate able young people to choose careers in government

Many of the more than 1,000 expected at the May 8 banquet at the Washington Hilton will be from the ranks of the 150 former Awardees. Also expected are community business and professional leaders and high government officials.



THE CENTRAL INTELLIGENCE AGENCY

Washington, D.C. 20505

THE CENTRAL INTELLIGENCE AGENCY

Background

The United States has carried on intelligence activities since the days of George Washington, but only since World War II have they been systematized on a government-wide basis.

The organization first formed for this purpose was authorized in a letter-directive dated 22 January 1946, in which President Harry S. Truman instructed the Secretary of State (James F. Byrnes), the Secretary of War (Robert P. Patterson), the Secretary of the Navy (James V. Forrestal), and his own personal representative (Admiral William D. Leahy), to constitute themselves as the "National Intelligence Authority." The Authority was directed to plan, develop, and coordinate "all Federal foreign intelligence activities" in order to "assure the most effective accomplishment of the intelligence mission related to the national security." The members of the Authority assigned persons and funds from their departments to form the "Central Intelligence Group," which was the operating body for the NIA. The "Group" was headed by a "Director of Central Intelligence" appointed by the President.

The National Intelligence Authority (NIA) and its operating component, the Central Intelligence Group (CIG), were in existence for twenty months in 1946 and 1947. Under the terms of the National Security Act of 1947 (which became effective on 18 September 1947), they were superseded by the National Security Council (NSC) and the Central Intelligence Agency (CIA).

Mission and Functions

The responsibilities of the CIA derive from two acts of Congress — the National Security Act of 1947 (Public Law 253, 26 July 1947), as amended; and the Central Intelligence Agency Act of 1949 (Public Law 110, 20 June 1949), as amended. Section 102 (d) of the National Security Act states:

"For the purpose of coordinating the intelligence activities of the several Government departments and agencies in the interest of national security, it shall be the duty of the [Central Intelligence] Agency, under the direction of the National Security Council —

"(1) to advise the National Security Council in matters concerning such intelligence activities of the Government departments and agencies as relate to national security;

"(2) to make recommendations to the National Security Council for the coordination of such intelligence activities of the departments and agencies of the Government as relate to the national security;

"(3) to correlate and evaluate intelligence relating to the national security, and provide for the appropriate dissemination of such intelligence within the Government using where appropriate existing agencies and facilities: *Provided*, That the Agency shall have no police, subpoena, law-enforcement powers, or internal-security functions: *Provided* further, That the departments and other agencies of the Government shall continue to collect, evaluate, correlate and disseminate departmental intelligence: *And Provided further*, That the Director of Central Intelligence shall be responsible for protecting intelligence sources and methods from unauthorized disclosure;

"(4) to perform, for the benefit of the existing intelligence agencies, such additional services of common concern as the National Security Council determines can be more efficiently accomplished centrally;

"(5) to perform such other functions and duties related to intelligence affecting the national security as the National Security Council may from time to time direct."

The National Security Act, as amended, specifies that both the Director of Central Intelligence and the Deputy Director shall be appointed by the President, subject to confirmation by the U.S.

Senate. An amendment of 4 April 1953 authorized such appointments to be made either from individuals in civilian life or from commissioned officers of the armed services, whether in active or retired status, provided that "at no time shall the two positions . . . be occupied simultaneously by commissioned officers. . . ."

The Central Intelligence Agency Act of 1949 (Public Law 110, 20 June 1949) supplemented the National Security Act with respect to the Central Intelligence Agency as follows:

(1) exempted the Agency, in the interest of "the security of foreign intelligence activities of the United States," from such existing Federal laws as required "the publication or disclosure of the organization, functions, names, official titles, salaries, or numbers of personnel employed by the Agency";

(2) specified that the appropriations or other moneys made available to the Agency "may be expended without regard to the provisions of law and regulations relating to the expenditure of Government funds"; and that "for objects of a confidential, extraordinary, or emergency nature, such expenditures to be accounted for solely on the certificate of the Director, and every such certificate shall be deemed as sufficient voucher for the amount therein certified";

(3) permitted the Agency to negotiate purchases and contracts without advertising under certain conditions, such as for supplies or services the nature of which should not be publicly disclosed;

(4) permitted the Agency to transfer to and receive funds from other Government agencies, for activities authorized under the National Security Act, including the reimbursement to other agencies for personnel assigned or detailed to the Agency;

(5) provided for special travel allowances and related expenses for Agency personnel assigned to duty outside the United States;

(6) granted the Director of Central Intelligence authority to approve the entry into the United States of certain aliens and their families, up to one hundred persons annually, subject to the determination (by the Director, the Attorney General, and the Commissioner of Immigration and Naturalization) that such entry is "in the interest of national security or essential to the furtherance of the national intelligence mission".

Under these acts of Congress, the Director of Central Intelligence serves as the principal adviser to the President and the National Security Council on all matters of intelligence related to the national security. CIA's responsibilities are carried out subject to various directives and controls by the President and the National Security Council.

Intelligence Coordination

As the Government's principal intelligence officer, the Director of Central Intelligence is responsible for coordinating the foreign intelligence activities of the United States. He is Chairman of the United States Intelligence Board, which advises and assists him in this coordinating role. The Deputy Director of Central Intelligence is a member of the Board, representing the CIA. The other Board members are the heads of the intelligence organizations of the Department of State (Bureau of Intelligence and Research) and the Department of Defense (Defense Intelligence Agency and National Security Agency), plus representatives of the Atomic Energy Commission and the Federal Bureau of Investigation.

Acting in consultation with the U.S. Intelligence Board, the Director of Central Intelligence makes recommendations to the National Security Council concerning the intelligence structure of the Government as a whole, to insure that each element is functioning properly in the national intelligence effort.

Similarly, after coordination with that Board, the Director presents to the National Security Council "National Intelligence Estimates," prepared by the Central Intelligence Agency, working with representatives of other governmental intelligence organizations and, at times, with cleared civilian experts. These estimates cover specific foreign situations of national security concern, or the world situation generally. They may embody a unanimous opinion, or may contain dissenting views by one or more of the participants.

By means of these coordinated estimates, along with related types of intelligence reports and evaluations, the Central Intelligence Agency exercises its responsibility to insure that the information going to the President and his principal advisers on foreign policy and national defense — the members of the National Security Council — is timely, consistent, and complete.

The Central Intelligence Agency neither duplicates nor rivals other intelligence organizations of the U.S. Government. It makes maximum use of the resources of these agencies.

Services of Common Concern

In addition to its coordination activities, the CIA provides various "services of common concern" to the U.S. intelligence organization generally. It conducts independent research in the fields of economic, geographic, and scientific intelligence, monitors foreign news and propaganda broadcasts, and collects information abroad. It also provides specialized reference and translation services, including mechanized data-processing facilities, to the various elements of the U.S. intelligence organization.

Policy on Public Disclosures

Because of the nature of its duties, required by law and by considerations of national security, the Central Intelligence Agency does not confirm or deny published reports, whether true or false, favorable or unfavorable to the Agency or its personnel. CIA does not publicly discuss its organization, its budget, or its personnel. Nor does it discuss its methods of operation or its sources of information.

Accountability

The Central Intelligence Agency is directly accountable to Presidential authority and control. This accountability is exercised notably through the National Security Council, which is privy to CIA's activities and programs generally; through the Bureau of the Budget, on fiscal and management matters; and by the President's Foreign Intelligence Advisory Board.

The Foreign Intelligence Advisory Board was established by President Kennedy on 4 May 1961. It represents a reactivation,

with broadened terms of reference, of the President's Board of Consultants on Foreign Intelligence Activities, which had been established by President Eisenhower in 1956, in line with recommendations made in 1955 by the Hoover Commission.

The Board's functions, defined by Executive Order of 4 May 1961 are:

" . . . The function of the Board shall be to advise the President with respect to the objectives and conduct of the foreign intelligence and related activities of the United States which are required in the interests of foreign policy and national defense and security. . . . In the performance of its advisory duties, the Board shall conduct a continuing review and assessment of all functions of the Central Intelligence Agency, and of other executive departments and agencies having such or similar responsibilities in the foreign intelligence and related fields, and shall report thereon to the President each six months or more frequently as deemed appropriate. The Director of Central Intelligence and the heads of other departments and agencies concerned shall make available to the Board any information with respect to foreign intelligence matters which the Board may require for the purpose of carrying out its responsibilities to the President. The information so supplied to the Board shall be afforded requisite security protection as prescribed by the provisions of applicable laws and regulations."

Congress has specific subcommittees to review CIA's activities and provide for its appropriations. These are subcommittees of the Armed Services Committees and the Appropriations Committees of the Senate and the House of Representatives.

The Director of Central Intelligence is the President's principal foreign intelligence adviser and head of the Central Intelligence Agency and is responsible for the discharge of the responsibilities of the Agency and those of his position, as they are prescribed by the National Security Act, the Central Intelligence Agency Act, other legislation, and by other Presidential directives.

Presidential Comments

President Truman, in a message he sent 9 June 1964 accompanying his portrait for display at CIA Headquarters, wrote:

"To the Central Intelligence Agency, a necessity to the President of the United States, from one who knows."

President Eisenhower, speaking on 3 November 1959 on the occasion of the cornerstone laying at CIA's new headquarters building at Langley, Virginia, characterized CIA's work as follows:

"In war nothing is more important to a commander than the facts concerning the strength, dispositions and intentions of his opponent, and the proper interpretation of those facts. In peacetime the necessary facts are of a different nature. They deal with conditions, resources, requirements and attitudes prevailing in the world. They are essential to the development of policy to further our long term national security and best interests. To provide information of this kind is the task of the organization of which you [members of CIA] are a part.

"No task could be more important. Upon the quality of your work depends in large measure the success of our effort to further the nation's position in the international scene.

"In the work of Intelligence, heroes are undecorated and unsung, often even among their own fraternity. Their inspiration is rooted in patriotism — their reward can be little except the conviction that they are performing a unique and indispensable service for their country, and the knowledge that America needs and appreciates their efforts. I assure you this is indeed true."

President Kennedy, speaking to the personnel of CIA at its headquarters, Langley, Virginia, on 28 November 1961, said:

"Your successes are unheralded — your failures are trumpeted. . . . But I am sure you realize how important is your work, how essential it is — and in the long

sweep of history how significant your efforts will be judged. So I do want to express my appreciation to you now, and I am confident that in the future you will continue to merit the appreciation of our country, as you have in the past."

President Johnson, at the 28 April 1965 swearing-in ceremonies at the White House for the Director and the Deputy Director, said:

"Long ago in the infancy of this nation Americans were told that their liberty and the price of it was eternal vigilance. In this 20th century that truth is stronger than ever. We live in a dangerous world, a world which cannot be predicted, a world which moves and is shaped by great forces, forces which we faithfully believe can serve for good as well as evil.

"The purpose of this [Central Intelligence Agency] effort, like the purpose of all that we do, is to strive for an orderly, just and peaceful world. In this effort more than in many others a high order of selflessness, of dedication, of devotion, is asked of men and women. The compensation of them comes not in gain, certainly not in rewards of salary, but the reward of the sure knowledge they have made a contribution to freedom's cause."

President Johnson, at the 30 June 1966 swearing-in ceremony at the White House for the Director, Mr. Richard Helms, said:

"I am extremely proud of [Admiral Raborn] [Mr. Helms] and their colleagues. The nature of their work does not often allow public acknowledgement. Praised or damned these men must go about their work without standing up for bows and of speaking out in their own defense. Their role is misunderstood by some of their supporters, and I never read a morning paper without seeing it being distorted by their critics.

"In two and a half years of working with these men I have yet to meet a '007.' I have met dozens of men who are moved and motivated by the highest and most patriotic and dedicated purposes — men who are specialists in economics and political science and history

and geography and physics and many other fields where logic and analysis are crucial to the decisions that the President of their country is called upon to make. Through my experience with these men I have learned that their most significant triumphs come not in the secrets passed in the dark but in patient reading, hour after hour, of highly technical periodicals.

"In a real sense they are America's professional students; they are unsung just as they are invaluable."

President Nixon on the occasion of his visit to Headquarters on March 7, 1969 remarked to the assembled personnel:

"In any event, in speaking of you and your mission I have perhaps more familiarity with it than some of you might realize. Going back during the eight years I was Vice President, I sat on the National Security Council and there I learned to respect the organization, its Director and its reports that were made to the Council, and through the Council to the President of the United States.

"I know how vitally important the work of this organization is. I also know that this organization has a mission that, by necessity, runs counter to some of the very deeply held traditions in this country and feelings, idealistic feelings about what a free society ought to be.

"This is a dilemma. It is one that I wish did not exist. But in the society in which we live, as I am sure all of you are so completely aware, it is necessary that those who make decisions at the highest level have the very best possible intelligence with regard to what the facts really are, so that the margin of error will be, to that extent, reduced.

"And in a sense, then, I look upon this organization as not one that is necessary for the conduct of conflict or war, or call it what you may, but in the final analysis as one of the great instruments of our government for the preservation of peace, for the avoidance of war,

and for the development of a society in which this kind of activity would not be as necessary, if necessary at all.

"I know, too, that there will be no Purple Hearts, there will be no medals, there will be no recognition of those who have served far beyond the call of duty because by definition where the CIA is concerned your successes must never be publicized and your failures will always be publicized.

"So finally, I would simply say that I understand that when President Truman in 1964 sent a message to the CIA, he put an inscription on it which, as I recall, went something like this: 'To the CIA, an organization which is an absolute necessity to any President of the United States. From one who knows.'

"I know. And I appreciate what you do."

Other Information

An Act of Congress (Public Law 90-206, 14 July 1968) established the annual salary of the Director of Central Intelligence at \$42,500 and that of the Deputy Director at \$40,000.

The CIA Headquarters building is located near McLean, Virginia, 7½ miles from the center of the Nation's Capital. Its post office address is Washington, D.C. 20505.

THE DIRECTORS OF CENTRAL INTELLIGENCE

Rear Admiral Sidney W. Souers, USNR

23 January 1946 – 7 June 1946

Lieutenant General Hoyt Sanford Vandenberg, USAAF

10 June 1946 – 1 May 1947

Rear Admiral Roscoe Henry Hillenkoetter, USN

1 May 1947 – 7 October 1950

Lieutenant General (later General) Walter Bedell Smith, USA

7 October 1950 – 9 February 1953

Allen Welsh Dulles

26 February 1953 – 29 November 1961

John Alex McCone

29 November 1961 – 28 April 1965

Vice Admiral William F. Raborn, Jr., USN (Retired)

28 April 1965 – 30 June 1966

Richard Helms

30 June 1966 –

THE DEPUTY DIRECTORS OF CENTRAL INTELLIGENCE

Kingman Douglass

1 February 1946 – 11 July 1946

Brigadier General (later Major General) Edwin Kennedy Wright, USA

July 1946 – 10 March 1949

William Harding Jackson

2 October 1950 – 3 August 1951

Allen Welsh Dulles

23 August 1951 – 26 February 1953

Lieutenant General (later General) Charles Pearre Cabell, USAF

23 April 1953 – 31 January 1962

Lieutenant General Marshall Sylvester Carter, USA

3 April 1962 – 28 April 1965

Richard Helms

28 April 1965 – 30 June 1966

Vice Admiral Rufus L. Taylor, USN

10 October 1966 – 31 January 1969

Lieutenant General Robert E. Cushman, Jr., USMC

7 May 1969 –

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The Career Service Awards

The yearly Career Service Awards Program constitutes one of the NCSL's major projects in its drive to bring about a healthy, dynamic public personnel system . . . a system able to deal constructively with the flood of demands pressing today on the public service.

Clearly, in this era we cannot expect government to cope if it must depend on a shoddy staff with low morale and even lower responsiveness to the public it serves.

Fortunately, it does not have to. For, as the National Civil Service League knows, government is served by thousands upon thousands of highly competent public employees who *like* the challenge and variety of public service.

At the same time, the League knows that these employees need encouragement which a citizen group—such as the League—can provide. The League is aware, as well, of the many other public service goals it can help achieve. So, since 1955 the League has presented its colorful Career Service Awards Program to

- recognize career public employees for significant contributions
- encourage excellence in government service
- promote public appreciation of quality in government
- stimulate able young people to build government careers

Yearly, the League picks ten representative career public servants to honor at a gala Awards Banquet. These winners receive a citation, a gold watch and \$1,000 tax free. Business firms, organizations, individuals interested in a quality public service sponsor this program. They join the President of the United States, cabinet officers, legislators, government officials and others to laud the Awardees. The world press reports this colorful occasion.

THE NATIONAL CIVIL SERVICE LEAGUE

. . . is a nonpartisan, nonprofit citizens' organization founded in 1881 to promote efficiency in federal, state and local government. Its publications and action program of research-education-counselling-advisory services represent the *citizens* in promoting improvement of public management. It is supported by tax-deductible gifts from citizens, organizations, corporations and foundations who are concerned with the quality of public administration in our society. Membership is open to all who want to help improve government.

National Civil Service League
1028 Connecticut Ave., N.W.
Washington, D. C. 20036

Honor's Ten FEDERAL CAREER EMPLOYEES IN 1970 Career Service Awards Program



It's An Honor To Honor Top Career Employees

VERNON D. ACREE

Assistant Commissioner (Inspection) Internal Revenue Service

Integrity, diligence, devotion to duty . . . these qualities are nowhere more compellingly displayed than in the person and career of Vernon D. Acree. And nowhere were these qualities more valuable to public service than at the time he became virtually the first Director of the IRS Internal Security Division. For the time was 1953 when Mr. Acree—a career investigator in a number of federal agencies—began building that new investigative arm, in the wake of IRS scandals. In 1959, Mr. Acree achieved his present position, and added the supervision of the Internal Audit Division to his duties.

DR. BEATRICE AITCHISON

Director, Transportation Economics Branch, Post Office Department

Many Americans would like to see government cost less money. So would Dr. Aitchison, and she does something about it. In directing the Post Office's work in transportation rate making, she and her staff see to it that their department pays the lowest possible charges for transportation services—resulting in yearly savings of millions of dollars for the taxpayer. A government "pro" who began at the lowest professional level, she is famed outside the government, as well, for her record as a researcher, innovator, teacher and leader in the field of transportation economics.

NEIL A. ARMSTRONG

Astronaut, National Aeronautics and Space Administration

What more can be said about Neil A. Armstrong than to praise him for his unflagging generosity of his time and self in sharing his adventure with all Americans, and for allowing us to pay him yet another honor? It should be mentioned that there was a Neil Armstrong before he took that "giant leap for mankind;" that Neil Armstrong was and is a civil servant. Therefore he should be famous for yet another reason: he is the best-known representative of that band of government employees who hold "adventure" jobs.

NED D. BAYLEY

Director of Science and Education, Department of Agriculture

Dr. Bayley's flair for administration, combined with his knowledge of his field and genuine concern for people, ensures the success of his office's important mission. He helps to bring about a stronger America by overseeing Agriculture's research operations, and getting the resulting information to the people who will use it. In so doing, he has also been outstandingly effective in improving and expanding federal-state cooperation in his area. A dairy scientist and former university professor, Dr. Bayley switched to government service in 1955.

HENRY GELLER

General Counsel, Federal Communications Commission

Henry Geller's many advocates—both in and out of government—speak of his abilities which far surpass mere technical competence in the law; they speak of his acumen, imagination and mature judgment. They point to the fact that he has played an important policy role in communications history . . . in designing policies to implement and administer the Communications Act and the Communications Satellite Act, for example. Except for a year on leave serving with the Illinois Supreme Court, Mr. Geller has moved up through the legal ranks at FCC, NLRB and the Department of Justice since 1949.

PHILIP C. HABIB

Member & Senior Advisor, Paris Peace Talks, Department of State

Although he started out as an economic officer with Foreign Service 20 years ago, Mr. Habib is perhaps most prized by his colleagues and his department for his all-around brilliance—that is, his talent for representing our country in a variety of highly sensitive policy matters with skill, insight and superior executive ability. His diplomatic service has taken him from Ottawa, to Wellington, to Trinidad, to Seoul, to Saigon, and now to Paris. Just before accepting his present assignment, he served as Deputy Assistant Secretary, Bureau of East Asian and Pacific Affairs.

LAWRENCE R. HOUSTON

General Counsel, Central Intelligence Agency

After World War II service with the OSS, Mr. Houston, an attorney, stayed with government to help create the legal foundations for the CIA. His work on the National Security Act of 1947 (which set up CIA's mission) and the CIA Act of 1949 (for which he designed the legal tools for the agency's functioning) is all the most remarkable in that it broke new, untried ground. Equally important, this framework was so well constructed that it has needed no changes in the ensuing years. He is valuable to our country, as well, for his expertise in intelligence law, a new and growing body of law.

HENRY L. NEWMAN

**Regional Director, Southwest Region, Federal Aviation Administration
Department of Transportation**

The FAA's man in the Southwest is a man whose diversified abilities have been useful to the government in many ways. Through the years, whether he was stationed in Anchorage, New York City, Kansas City or Ft. Worth, his untiring efforts have advanced the causes of aviation safety and planning for aviation growth. Currently, he handles the full range of technical and administrative activities in a five-state region, and is famed as a "community man." As such, he has successfully interpreted to the community at large his agency's programs.

WILLIAM J. PAGE, JR.

**Director of Field Coordination
Department of Health, Education, and Welfare**

Ten rungs up the ladder during the years 1950 to 1970 is the record that William J. Page, Jr. has established in his federal government career. But that progression speaks only for one part of his superlative public service career. Mr. Page is known, as well, for his determination and ability to accomplish the public business, and his uncompromising integrity. In his most recent post, as HEW's Regional Director in Atlanta, he was famed for his candor and consummate ability in working with many branches of state and city government.

WILLIAM B. ROSS

**Deputy Under Secretary for Policy Analysis and Program Evaluation
Department of Housing and Urban Development**

At various times last year, Mr. Ross served in three other capacities in addition to the office he held then and still holds. This fact offers just one indication that his excellent grasp of housing economics has made him invaluable to his agency. He has served with talent and diligence in forming new ideas for draft legislation, and carrying out subsequent housing and related programs of the Housing and Urban Development Act. For example, he developed the ten-year housing goal concept of "a decent home and a suitable living environment for every American family," which Congress adopted.



NATIONAL CIVIL SERVICE LEAGUE

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Washington Hilton Hotel, May 8, 1970

1970 CAREER SERVICE AWARDS PROGRAM

6:30 p.m. Reception; 7:30 p.m. Banquet

10 Chosen for 1970 NCSL Career Awards

(Continued from Page 4)

Forces agreement with Korea. This involved complex and protracted negotiation.

In 1960-61 he was involved in work which led to negotiations with the British concerning the countering of aggressive communist moves in Asia.

His most significant contributions probably stem from his work in Vietnam. After the Tet offensive, he was the



first person to recognize that the time was right to insist that the South Vietnamese assume more responsibility for the war.

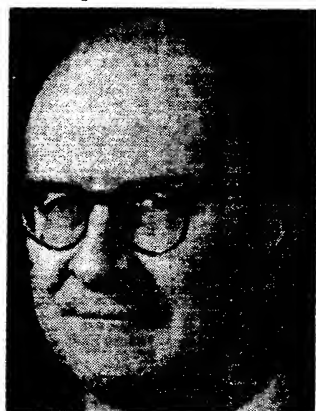
Also, he was the principal briefer of the senior group of Presidential advisers who met the last week in March, 1968. Their views went to the President, and the rest is history.

LAWRENCE R. HOUSTON can lay claim to the title "Legal Architect of the CIA." He was the first and continues as the only general counsel of the Central Intelligence Agency.

Before World War II he was established in a private legal career. When the war began, he entered military service and was assigned to the OSS. After the war he stayed with the agency and began the preliminary planning for a centralized intelligence organization.

He created the legislative design for the agency that was incorporated in the National Security Act of 1947 and led to the Central Intelligence Agency Act of 1949. So complete was his work that no changes were made or required in the Act since that time.

Houston arranged the contract for the U-2 aircraft.



The first flights began six months after the contract was signed. After Francis Gary Powers was shot down, Houston was instrumental in the negotiations which brought about the exchange of Soviet spy Rudolf Abel for the American pilot.

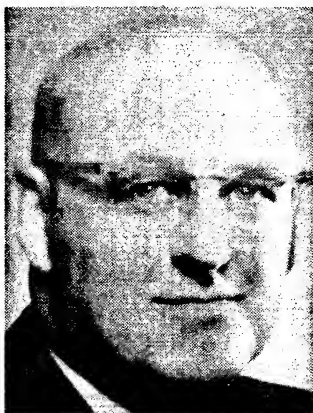
CIA is a unique agency. Therefore, many of its problems must be solved without resort to precedent. Houston is both creator and principal practitioner of "intelligence law." His solutions have won him pre-eminence in this specialized legal field.

During his 22 years with CIA, Houston has demonstrated that his dedication to public service has been complete. His many contributions to the agency and the nation show he has truly met the challenge of public service.

An effective field staff is essential to the success of any federal agency. HENRY L. NEWMAN is the kind of field man who proves the validity of this assumption.

As director of the Federal Aviation Administration's Southwest Region, he has complete responsibility for a full range of technical and administrative activities.

This means he represents the administrator in dealing with regional representatives of the military, the avia-



tion industry, other federal agencies, and state and local governments.

His area of responsibility includes Arkansas, Louisiana, New Mexico, Oklahoma, Texas, and Mexico. He conducts a wide variety of programs essential to aviation, ranging from the inspection and certification of air carriers to the development of air traffic control and flight procedures.

Newman's leadership in the development of the Dallas-Fort Worth airport provides a good insight into his effectiveness in dealing with organizations outside his department.

His many speeches to civic groups and other area organizations won support for the project.

With the regional airport now in the initial construction stage, he has not ceased his activities in planning or progress. He is concerned about the need for satellite airports to surround the regional airport, and with the mass transit plans for the airport.

He is a strong advocate of the Equal Employment Opportunity Program and has given strong support and emphasis to it.

WILLIAM J. PAGE JR is the director of the Office of Field Coordination for the Department of Health, Educa-



tion, and Welfare. This makes him the secretary's principal adviser on all aspects of the department's field structure.

The job requires good judgment, energy, a thorough

knowledge of HEW operations, and a penchant for innovation. Page is well supplied with all four of these resources.

There are two principal reasons why Page is uniquely qualified for the league's recognition. The first is that he has a kind of special understanding of both the limits and the opportunities of working for the public. This makes it possible for him to get the public's business accomplished effectively, and at the same time earn the increasing respect of the community.

His second qualification is a kind of uncompromising integrity which has become increasingly rare in a society which seems to tend more toward rewarding expediency.

His recent career as regional director of HEW's Atlanta office gave ample evidence of his understanding of effective public service. He succeeded in getting a wide variety of program operations to work together.

Page, because of his job, was thrust into the complexities of school desegregation in the troubled Southeast. His posture in the face of defiant public opinion clearly demonstrated his integrity.

This same sense of honesty has permeated all his relationships with his staff.

WILLIAM B. ROSS is the deputy under secretary for policy analysis and program evaluation in the Department of Housing and Urban Development.

He is a brilliant economist who has played a major



role in shaping the programs designed to meet the nation's crisis in housing.

He was responsible for developing the 10-year housing goal concept which provided realistic targets in the drive to provide a decent home for every American family.

In the urban renewal Neighborhood Development Program he outlined a plan which permits faster development of land in smaller acreage.

He was active in guiding the new National Flood Insurance Program and the Urban Property Reinsurance Program. These plans help people who have no place else to turn.

Ross participated in the preparation of the legislation which established the secondary market operations of the Federal National Mortgage Association as a separate corporation, privately owned but regulated by HUD. This makes it possible to provide mortgage financing without budgetary restraints.

In another field, he has been able to set up a department-wide management information system. This insures proper allocation of resources to meet departmental goals.

Ross is an eminently qualified top-level official not only because of technical and professional training and experience, but also because of his quiet and friendly manner in dealing with people. These attributes in a public servant make it possible to get the job done.

Awards Now in 16th Year

Each year the National Civil Service League honors 10 career employees for significant contributions in government service.

The NCSL to date has honored 150 employees. This year's awards ceremony marks the 16th year of the Career Service Awards program.

NCSL believes the program encourages excellence in government service and stimulates youth to pursue federal careers.

Candidates are solicited from every level of government and all geographical locations, even overseas. They must have at least 10 years civil service, which may include military service and employment in state or local government.

The average winner has had a lengthy civil service career—about 25 years—and has worked his way up from a low-level job.

Past winners include John W. Macy, president of

the Public Broadcasting Corp. and former chairman of the Civil Service Committee; Richard M. Helms, director of the CIA; and Alan L. Dean, assistant secretary of the Transportation Department.

This year 63 nominees were considered by an awards committee of 25 businessmen, past winners and prominent public officials. The 10 selectees were chosen by the NCSL board, comprised of 23 members, who carefully screened the nominees recommended by the committee.

The winners will receive a citation, an inscribed gold watch and \$1,000 tax-free.

This year's winners will be honored May 8 at the Washington Hilton Hotel. The reception will be at 6:30 p.m., followed by dinner at 7:30.

Tickets may be purchased from the individual federal agencies or by calling (202) 659-4714. The price is \$15 for federal employees and \$25 for others.

MARCH 25, 1970

FEDERAL TIMES

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10 Reach Handicapped Award Finals

WASHINGTON — Ten federal employees, who have overcome serious handicaps to become productive citizens, have been named as finalists for the government's annual Outstanding Handicapped Federal Employee of the Year Award.

The Civil Service Commission presents the awards for "exceptional job performance . . . in spite of severely limiting physical factors." The 10 finalists were selected from among handicapped employees nominated by departments and agencies. The winner of the award is named at a special ceremony honoring all 10 finalists.

The award ceremonies are scheduled for March 19 at the Commerce Department auditorium.

Harold Russell, chairman of the President's Committee on Employment of the Handicapped, will be the main speaker at the ceremony.

The finalists for the award are:

- Jimmy D. Adams, a research chemist at the Air Force School for Aeronautical Medicine, Brooks AFB, San Antonio.

At 14 years old, Adams contracted polio-meningitis, and doctors estimated he had no better than a 50-50 chance for survival.

However, he went on to complete high school and college, and recently he received a master's degree in chemistry from St. Mary's University, San Antonio. In July, 1969, Adams received both an outstanding performance rating and a quality step increase in salary.

- Dr. Thomas S. Austin Sr., director of the Navy's National Oceanographic Data Center, Suitland, Md.

A 1951 attack of polio left Dr. Austin a quadriplegic and confined to a wheelchair.

As NODC director, Austin was responsible for a complete reorganization of the center in 1968. Dr. Austin's expertise in marine science resulted in his appointment to the Intergovernmental Oceanographic Commission Working group on Data Exchange and to President's Marine Council Committee on Ocean Exploration and Environmental Sciences.

- Dr. Jay J. Basch, a chemist with the Department of Agriculture at Wyndmoor, Pa.

Basch was born deaf but was able to go on to graduate with honors from the Pennsylvania School for the Deaf in 1948, and to receive a bachelor's degree from the University of Pennsylvania, a master's from Drexel Institute, and a Ph.D. from Temple University.

During the past 12 years, he has co-authored 20 scientific publications relating to biochemical and biophysical research aimed at improving concentrated milk products.

In 1969 he received an Academic Achievement Award from the Pennsylvania School for the Deaf Alumni.

- Mrs. Francis B. Garcia, presser with the Sandia Base Laundry, Defense Atomic Support Agency, Albuquerque. Polio-myelitis at age four and an accident at age five left Mrs. Garcia deaf and mute and totally blind in one eye.

After attending Devil's Lake,



ROBERT L. SMITH



PHILIP P. PEPPER



MAGDALENE PHILLIPS



MRS. FRANCIS B. GARCIA



JIMMY D. ADAMS



JAY J. BASCH



DOROTHY HICKEY



RALPH HARWOOD

N.D., School for the Deaf, Mrs. Garcia worked for private firms until 1961 when she entered federal service through the competitive register.

In 1967 Mrs. Garcia received a cash award and certificate for a suggestion that resulted in improved laundry techniques.

- Ralph Harwood, a chemist with the industrial liaison section of the Defense Supply Agency, Philadelphia.

Harwood had normal faculties until age eight, when spinal meningitis resulted in a total loss of hearing. Although he had never had a physical speech impediment, he has had to learn to perfect his speech without benefit of hearing.

In his 27 years of federal employment, Harwood has earned several promotions, three sustained superior performance awards, and letters of appreciation and commendation.

Harwood is a member of the civil service committee of the National Association of the Deaf, and currently he is working on a project to promote civil service employment of the deaf.

- Mrs. Dorothy Hickey, publications section, U.S. Information Agency, Washington.

Mrs. Hickey was stricken by polio at 21, and although she has been confined to a wheelchair since then, she has been able to pursue careers as a teacher and with the government. Before joining USIA in 1954, she taught in Maryland and Virginia.

In 1959 Mrs. Hickey received a meritorious service award and in 1966 she received a quality in-grade pay increase.

She also is a member of several social and civic groups and is a

member of two organizations for the handicapped.

- Earl A. Miller, assistant chief of the budget section of the Civil Service Commission Bureau of Management Services.

Miller was born with cerebral palsy, and had to undergo many years of physical therapy as a child. This caused him to slip behind in school, but when he graduated at age 20, he did so with honors. He later went on to receive both bachelor's and master's degrees in accounting.

Because of his outstanding academic achievement, Miller was hired as a part-time faculty member at Benjamin Franklin University, where he received his degrees. In 1968, "The Key," the university's yearbook was dedicated to him.

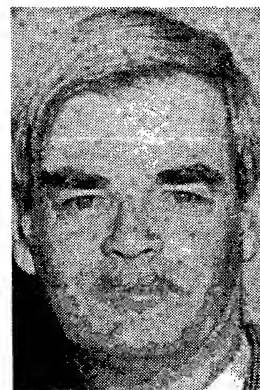
- Philip P. Pepper, chief of the Office of Program Planning and Evaluation, Indian Health Service, Department of Health, Education and Welfare.

Pepper was a college freshman in 1952 when he contracted polio. He continued with school, and in 1958 he graduated from UCLA with a bachelor's degree in psychology; in 1967 he received a master's degree in social welfare.

In his HEW job, Pepper is responsible for service to a geographic area covering four states. This involves extensive travel by air and often by automobile. He drives a car with the help of special hand control he designed himself.

Pepper recently received a community service award from Save the Children Federation for his "outstanding efforts toward building a better community."

- Miss Magdalene Phillips, a dictating machine transcriber at



THOMAS S. AUSTIN SR.



EARL A. MILLER

Letterman Army Hospital, San Francisco.

Even though she has been totally blind since early adulthood, Miss Phillips far exceeds the job performance standards for her job. She has developed great accuracy in transcribing detailed reports full of complex surgical and other medical terminology. She is able to handle dictation from six different medical officers and switch smoothly from one style of dictation to another while maintaining high quality work.

During her lunch breaks and before and after working hours, Miss Phillips counsels newly blinded patients entering the hospital, encouraging them to work toward rehabilitation.

- Robert L. Smith, a computer programmer with the Veterans Administration, Washington.

Smith was a U. S. Army combat rifleman in Korea in the winter of 1950 when he was shot and taken prisoner by the Chinese. He was liberated by the Marines after the enemy had held him for 10 days without food or medical attention. His wounds, seriously aggravated by frost bite and infection, necessitated a quadruple amputation.

After almost five years of medical treatment and rehabilitation, he was hired in 1955 as a tabulating machine operator with the VA. Since then he has progressed to his present position.

Smith finds time to serve as a volunteer at Walter Reed Hospital, where he counsels young amputees in the use of prosthetic devices and advises them in the selection of equipment best suited to their needs.

Civil Service League Lists Honorees

WASHINGTON—Federal employees from seven Cabinet-level departments and three independent agencies have been selected as the winners of the National Civil Service League's 1970 Career Service Awards.

This year's winners, who were singled out for their contribution to the public on behalf of the Federal government, include persons whose names are known throughout the world. Others, either by the nature of their work or the goals of their agencies, are little known outside their own offices.

One such unsung hero is VERNON D. ACREE assistant commissioner (inspection) of the Internal Revenue Service. His 32 years of public service have seen a steady rise in his career and his responsibilities. He became director of the IRS Internal Security operation in 1953



after service as a career investigator in several federal agencies and the U.S. Army.

When he took over, the agency was just recovering from some scandals and its national image was at a low ebb. He revamped the security program and brought in qualified personnel. His actions helped restore public confidence.

In 1959 he was the logical choice for appointment to the position he now holds. The Inspection Service, which he heads, has a nationwide staff of more than 600, divided equally between internal audit and internal security.

Basically, his office insures that quality employees are picked for IRS. It also checks out any allegations of improper conduct, and reviews internal service operations.

Last year audits conducted by his office led to an estimated savings and increased revenue of \$39 million.

More than any other IRS component, the Inspection Service bears the stamp of one man, Vernon Acree. It can truly be said Inspection's achievements are his achievements. His professional competence and leadership typify the ideals represented by this award.

DR. BEATRICE AITCHISON is an outstanding example of successful women in government. In 1938 she started with the Interstate Commerce Commission at the lowest professional level.

Through wise application of her education, experience, and innovative talents, she progressed steadily to the GS-16 position of director of the Transportation Economics Branch of the Post Office Department at a GS-16



level. She was promoted to this position in November, 1958.

Dr. Aitchison now directs the activities of the department in rate-making and in presentation of the department's position before the regulatory agencies.

Her expert knowledge of transportation economics has resulted in payment of the lowest possible charges for mail transportation services and actual savings of millions of dollars annually.

Her transportation skills have served the nation in other than the Post Office Department. During World War II she was made available part-time to the Office of Defense Transportation to head its short-term rail traffic forecasting unit.

While at ICC she also served on many inter-departmental and industry-government committees concerned with transportation.

She has been active in the alumni associations of Goucher College and Johns Hopkins University and maintains an active interest in the University of Oregon, where she taught as well as studied.

At the Church of the Epiphany in 1963 she was elected to the vestry, the first woman to serve in the 121-year history of the parish in downtown Washington.

Anyone who has read a newspaper, looked at a television screen or listened to conversation in the last year needs no introduction to NEIL A. ARMSTRONG, astronaut, GS-16.

He was spacecraft commander for Apollo 11, the first manned lunar landing mission. His piloting of the lunar module was flawless. On July 20 the Eagle touched down on the Sea of Tranquility and Armstrong became the first man to walk on the moon.

The mission was successfully completed on July 24 with a pinpoint landing in the prime recovery area.

Neil Armstrong is a hero for all time. More than that, he is a model for the nation. His entire career, as well as his personal life, offer a record of integrity and devotion to the highest principles of public service.

He has served his country both as a civilian and as a member of the armed forces for the past 18 years.

After graduating from Purdue in January, 1955, he



joined a forerunner of NASA as an aerospace research pilot scientist. Later the same year he transferred to the Flight Research Center at Edwards, Calif. He assisted in the design and evaluation of the X-15 and flew it at 200,000 feet at about 4,000 miles an hour.

He joined the astronauts in October, 1962. Armstrong served as back-up pilot for Gemini 5 and Apollo 8 flights and as command pilot for Gemini 8, where he performed the first docking of two vehicles in space.

What does a man who has flown at tremendous speeds do for recreation? He takes a flight in a nice slow glider.

Much closer to the earth are the achievements of DR. NED D. BAYLEY, director of science and education for the Department of Agriculture.

He started his agricultural career as a farm hand on what he calls "the cow barn level." His federal service began in 1955 as assistant section head in USDA's Dairy Cattle Research Branch. In the ensuing years he has progressed to his present position as head of a major USDA program.

His present job is easy to describe and difficult to perform. He sees to the gathering of scientific knowledge and the development of techniques to make agriculture and forestry more efficient and more productive. Then he has to get this information into the hands of people who can use it. Each state has its own policies. Dr. Bayley has been able to develop programs which have made possible a great deal of cooperation at all levels of government.

His efforts helped streamline overall research planning between USDA and the various state agricultural experiment stations. Improvements have been particularly noteworthy in regard to the use of USDA facilities by state personnel and the establishment of joint technical committees.

He is the author or co-author of 28 research publications.

His interests in community affairs are many. He has been a Sunday school instructor, president of a civic association, and other community groups. He has also



Bayley are avid home gardeners and active in working with young people. All of the Bayley children have been leaders in the 4-H movement.

HENRY GELLER is the general counsel for the Federal Communications Commission. He has held this post since May, 1964.

Officially, he is the chief legal adviser to the commission. However, the scope of his activities have reached across the entire FCC spectrum and affected the lives of many Americans.

For instance, he was deeply involved in the adoption of rules to regulate the impact of community antenna television on TV broadcast allocations throughout the United States. In this highly controversial area, handling the problems requires tact and diplomacy in addition to legal skills.

Geller was involved in an even more difficult area. He helped develop rules and policy for the fair treatment of controversial issues of public importance by radio and television stations.

In a still broader area, he has worked on national policy to govern the use of communications satellites.

Perhaps most widely felt was his work in the development of a law requiring all television sets shipped in interstate commerce to be equipped to receive UHF signals.

Geller has a rare combination of the qualities of legal



learning, imagination, resourcefulness, and fidelity to decisions made by those above him.

Thus, in addition to performing the basic role of legal counsel, he has consistently made outstanding contributions in the policy area.

He has been active in the Federal Bar Association as a member of the organization's Committee of General Counsels.

The winner with the most frustrating job in government has to be PHILIP C. HABIB, member and senior adviser to the Paris peace talks.

He comes well equipped to cope with the problems he faces at the peace table. He has a thorough academic grounding and experience in economics, which gives him an invaluable frame of reference for political analysis. He has a challenging mind and is not afraid to express his views. He has handled difficult diplomatic roles for years and performed well in all of them.

He played a central role in shaping U.S. policy in Korea from 1962-65. He analyzed the Korean political scene with its complex rivalries and factions and was able to sort out a strong policy for the United States.

He also served as chief negotiator for our Status of

(Continued on Page 6)